



## Canadian Forces Personnel Newsletter

# Best wishes for 2007 from CMP

Looking back over 2006 brings me pride and sorrow in equal measure – pride in the many forward-looking accomplishments achieved within the area of human resources (HR), and sorrow at the loss of many Canadian Forces (CF) personnel. I wish for their families a brighter new year, with renewed hope and determination to carry on.

Canadians recognize and value very highly the men and women of the CF – their professionalism, their compassion, their dedication to duty, their commitment to their mission, and the confidence and pride with which they represent Canada wherever they deploy.

We in CMP are in an enviable position, affording us the opportunity to devote our energies and resources to improving every aspect of work and life for CF personnel and their families. Keeping that goal in mind throughout 2006 has resulted in valuable advances in HR policies and programs.

Recruiting, Training, Compensation and Benefits, the provision of Health Services and Spiritual Care, Honours and Recognition, the delivery of programs and assistance to CF personnel and their families, and support to deployed operations – these are just some of the areas where we, working in HR/Personnel Programs, have endeavoured to expand existing—or introduce new—services, programs and benefits for everyone in the CF family.

I thank all the members of the HR team for their dedication and hard work throughout 2006.

Our work is never done, however. We pledge to continue pursuing the very best in programs, services and support for the women and men of the CF over the coming year. We will continue to “recruit, prepare and support military personnel for operations at home and abroad in the joint, interagency, multinational and public domains.”



**Rear-Admiral Tyrone Pile  
Chief Military Personnel**

I wish for you and your families a safe, prosperous and happy 2007. ♣

## Mission Information Line extends service

By Mr. Michel Morency,  
Mission Information Line Manager

**1-800-866-4546**

The Mission Information Line (MIL) is a bilingual telephone service providing up-to-date information to families of Canadian Forces (CF) personnel deployed outside Canada.

We have extended the Mission Information Line personal service hours. As of January 15, our personal service is available from 8 a.m. to midnight EST, Monday through Friday (excluding holidays).

Since 1992, the MIL has helped thousands of family members get through loved ones' overseas missions. MIL personnel provide help by listening to callers, through supportive counselling, and by referring callers to other professional agencies or message relays into the theatre of operations. Callers' questions never go unanswered; our professional staff is quick to respond to calls, offering the proper support when needed.

We received many calls from CF family members voicing concerns because our personal service was available only between 8 a.m. and 4:30 p.m. EST. Most of these concerns arose because the callers did not want their work colleagues or classmates to know they were going through tough times during the deployment, and they had no one to talk to in the evening.

Our automated system will continue to be available 24/7. If something significant happens between midnight and 8 a.m. weekdays, or weekends, our Newsflash/press releases message box 15 (25, in French) will be updated as soon as confirmation is received from National Defence Public Affairs.

MIL personnel are not CF personnel, but they are professionals with extensive knowledge of the

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# Family Services Program expands support

From CFPN

Services of the Military Family Services Program (MFSP) have been extended to include the parents of single Regular Force personnel. Parents can now seek support and information about their deployed son or daughter from Military Family Resource Centres (MFRCs) at bases, wings and stations throughout Canada, and at Canadian/MFRCs (C/MFRCs) in the U.S. and Europe.

If you are a single Reg Force member of the CF, you should familiarize your parents and your local MFRC with each other. If your parents live in a different community, you should provide your local MFRC with your written permission for information and support to be extended to your parents by the MFRC in their area.

You can assure your parents that any personal or contact information collected by any MFRC will be held confidential, guided by the MFSP Privacy Code.

As well, your parents are welcome to contact their local MFRC directly, or they can call the Mission Information Line, a national resource that provides support and mission-specific information to families and friends of deployed CF personnel.



HALIFAX—HMCS *Iroquois* crewmembers exchange goodbyes with family and friends before sailing on a four-month round of exercises with NATO ships and ships of other allied countries.

- Read Canadian Forces General Message (CANFORGEN) 161/06 at [http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2006/intro\\_e.asp](http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2006/intro_e.asp) for information.
- Go to <http://www.cfpsa.com/en/psp/dmfs/mfrccontact/index.asp> for contact information for MFRCs and C/MFRCs.
- Visit Director Military Family Services at [www.cfpsa.com/en/psp/dmfs/re-sources/policies\\_e.asp](http://www.cfpsa.com/en/psp/dmfs/re-sources/policies_e.asp) for policy and privacy information.
- Call the Mission Information Line at 1-800-866-4546. ♣



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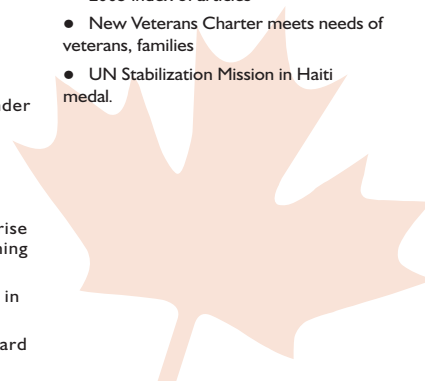
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Visit [www.forces.gc.ca/hr/cfpn/engraph/home\\_e.asp](http://www.forces.gc.ca/hr/cfpn/engraph/home_e.asp) and click on "Supplement" for news and information not available in the print edition.



# Terms of Service policy adjusted

## From CFPN

Skilled former Regular Force personnel who are considering re-enrolling and skilled Reserve Force personnel who are seeking component transfer to the Reg Force should take note: Since the publishing of Assistant Deputy Minister (Human Resources-Military) [ADM(HR-MIL)] [Chief Military Personnel (CMP)] Instruction 05/05, "The new CF Regular Force Terms of Service", two minor adjustments have been made to the policy.

Within the framework of the policy covering Terms of Service (TOS), you are "skilled" if you have achieved both operational functionality in your military occupation and all other qualifications required for your rank. As well, you must be immediately employable in an operational setting.

Your Variable Initial Engagement (VIE) is the period of time you pledge to serve in the Canadian Forces (CF). The VIE provides the Forces with a minimum period of service from you as a return on CF investment in your training, and creates some stability within the Forces with regard to enrolment and attrition.

If you are a skilled former member of the Reg Force who is considering re-enrolling in the occupation in which you are already trained, or if you are a skilled

member of the Reserve Force who is seeking component transfer to the Reg Force in the occupation in which you are already trained, you may be offered a reduced initial period of service. This reduced initial period of service may be available to you because you will need no training in the occupation in which you are already skilled.

As well, if you are seeking re-enrolment in or transfer to the Reg Force and have insufficient time remaining between your re-enrolment or transfer and your retirement age to complete a VIE, and you are immediately operational in an establishment position, you may also be eligible for a reduced period of service.

CF Recruiting Group is authorized to offer these skilled personnel a Continuing Engagement (CE) instead of a VIE. The CE must be for a period of a minimum of 18 months to a maximum of the length of the VIE for the occupation to which personnel are assigned. The actual period will be based on the needs of the CF at the time of the offer.

Note: Any period of service of less than three years must be cost-neutral, i.e., no cost-move is incurred either on re-enrolment or component transfer.

If you are seeking re-enrolment or component transfer and do not meet the criteria, you will be offered a VIE appropriate to the occupation concerned.



SGT ROXANNE CLOWE, COMBAT CAMERA

MASUM GHAR, Afghanistan—Cpl Inkee Kim, right, and Cpl David van Enckevort, serving with the Civil Military Co-operation (CIMIC), provide security outside Forward Operating Base Ma'Sum Ghar. CIMIC, comprising about 200 CF personnel, is based out of the Kandahar Provincial Reconstruction Team (KPRT), located at Camp Nathan Smith in Kandahar City. Under Operation ATHENA, the KPRT reinforces the authority of the Afghan government in Kandahar Province by assisting in the stabilization and development of the region.

- Read Canadian Forces General Message (CANFORGEN) at [http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/2006/intro\\_e.asp](http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/2006/intro_e.asp).
- Go to [www.forces.gc.ca/hr/instructions/engraph/home\\_e.asp](http://www.forces.gc.ca/hr/instructions/engraph/home_e.asp) or [http://hr.dndhq.dnd.ca/docs/instruction/instructions/engraph/home\\_e.asp](http://hr.dndhq.dnd.ca/docs/instruction/instructions/engraph/home_e.asp).

## CF revises Recruiting Allowances

### From CFPN

If you're contemplating joining the Canadian Forces, or if you're a member of the CF who wants to transfer to a different occupation, read on.

The CF is offering great Recruiting Allowances (RAs) to eligible non-commissioned member (NCM) and officer applicants enrolling in the Regular Force in specific understrength military occupations. As well, if you are a former member of the CF re-enrolling in the Regular Force, or a serving Regular Force member seeking a new career within the CF, you may also be eligible for an RA.

Currently, fifteen CF trades are considered understrength:

- Naval Electronics Technician (Sonar) [NE TECH (S)]
- Naval Electronics Technician (Communications) [NE TECH (C)]
- Naval Electronics Technician (Radar) [NE TECH (R)]
- Signal Operator (SIG OP)
- Medical Radiation Technologist (MRAD TECH)
- Biomedical Electronics Technologist (BE TECH)
- Intelligence Operator (INT OP)
- Medical (officer) (MED)
- Aerospace Engineer (AERE)
- Communications and Electronics Engineering (Air) [CELE (AIR)]

- Airfield Engineer (AF ENGR)
- Electrical and Mechanical Engineer (EME)
- Engineer (ENGR)
- Signals (officer) (SIGS)
- Naval Combat Systems Engineer (NCSENG)

The Forces are seeking personnel with skill sets that meet current CF requirements in these understrength occupations and others. However, the fact that you possess a certain trade or academic qualification does not necessarily mean that you will meet those requirements. Your file will be reviewed to determine the currency of your pertinent skills or academic qualifications and competency.

Re-enrolling personnel who left the CF with advanced occupation skills in a military occupation that has since undergone significant changes may find that their previous qualifications are no longer valid. These personnel are not eligible to receive a recruiting allowance.

### Non-commissioned member (NCM) candidates

**Post-secondary diploma or certificate**  
If you have earned a designated academic qualification—a college diploma in specified studies or a technical certificate from an academic institution recognized by the CF—that will allow you to bypass some or all of the initial occupation

training in the understrength CF occupation of your choice, you could be eligible for this \$10 000 recruitment allowance.

You'll receive the first instalment of \$5000 when you meet all of the eligibility requirements, and the second instalment one calendar year after the first.

### Civilian Trade Qualified

Many civilian trade-qualified NCM applicants have skills that translate well to the CF – radiology technicians, for example, or engineers. Applicants who have earned the federal or provincial "ticket" that is equivalent to the CF

advanced occupational training in this or other employment areas could qualify for a \$20 000 recruiting allowance.

The first instalment of \$10 000 is paid when candidates meet all the eligibility requirements; the second is paid one calendar year after the first.

### Military Occupation Qualification

This \$20 000 recruiting allowance is available to Regular Force re-enrolees. To be eligible, you must possess the equivalent of the advanced military occupation training currently required in

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CPL PHIL CHEUNG, 32 CANADIAN BRIGADE GROUP

SHELBURNE, Ontario — 2 Field Engineer Regiment personnel prepare the Reverse Osmosis Water Purification Unit at Fiddle Park in the town of Shelburne. More than 500 soldiers of 32 Canadian Brigade Group took part in Exercise STEADFAST RESPONSE to rehearse procedures for deployment and possible tasks in the event of a weather disaster.

# CANEX, Aramark to provide food service



Mr. LYNDON GOVEAS, CFPSA PHOTOGRAPHY SECTION

By Ms Brigitte Smiley, CFPSA Communications Manager, and Ms Kristin Wood, CFPSA Comms Assistant

CANEX has been sold? CANEX has lost contracts on some bases and in the National Capital Region? Not so! The rumors have been flying thick and fast, but they are just rumors.

CANEX has not been sold. No contracts have been lost. And the changes you may have noticed in your local CANEX outlet are the result of a recent analysis of CANEX morale and welfare programs and operations.

The analysis included a breakdown of all aspects of the CANEX Food Services Program – standards, consistency, quality, return on investment, and viability of service were reviewed from a long-term, life-cycle perspective.

The result is a new partnership between CANEX and Aramark Foods that will provide food service outlets in various locations throughout Canada. They will offer a consistent, higher-level food program while meeting the mandate to provide retail services to the Canadian Forces (CF) community. CANEX will retain overall responsibility for these outlets, but Aramark Foods will run the daily operations.

"CANEX will still be responsible and continue to manage delivery of the program," says CANEX president Mr. Gerry Mahon. "We will oversee standards, health and safety, pricing, and will retain a say in what products are offered in our different types of food outlets. To the customer coming in the door, it will be the same. The CANEX sign will stay and, in many cases, employees will be the same."

CANEX chose Aramark Foods because it specializes in the food operation business. It's a multi-billion-dollar international company operating food services in hospitals, universities, colleges and other large organizations around the world. Its expertise and buying power will allow CANEX to offer

a more tailored food program throughout the country while remaining capable of adapting to changes within the food service industry. The capital investment in equipment, one of the largest expenditures and biggest constraints in the food business, will be more effective with this partnership.

Canadian Forces Bases (CFBs) Halifax, Winnipeg and Esquimalt already have Aramark Foods operations in place. The overall decision to change aspects of the food services program is based on this experience working with the company as well as on detailed analysis.

"We're pleased with Aramark Foods' attention to detail, and the service it provides in these original three locations," says Mr. Ward Wilkinson, National Manager Business Development Services. "We're excited about expanding our agreement to include CFBs Petawawa and Gagetown, and CF Support Unit Ottawa [CFSU(O)]."

The expansion will help CANEX deliver consistency in its food outlets throughout Canada while keeping the overall costs of running a food service program in check.

Mr. Mahon does anticipate there will be growing pains along the way: "There will be the normal issues that you deal with regardless of who is running the local operation," he says. "We'll be evaluating and adjusting as we go along. The longer-term view, however, is of more effective operations; higher, more consistent standards; and better management of investments. In the end, it's still a CANEX-managed operation working toward giving back more profits to base funds, as directed by the Non-public Property board. In the meantime, customers with questions or concerns can talk to the local staff or contact CANEX HQ."

➤ Go to [www.cfpsa.com/en/canex/](http://www.cfpsa.com/en/canex/) for general information about CANEX and to [www.cfpsa.com/en/canex/operations\\_e/business\\_e.asp](http://www.cfpsa.com/en/canex/operations_e/business_e.asp) for the location of your local CANEX outlet. ❖

# CANEX restructures, integrates new technology

By Ms Brigitte Smiley, CFPSA Communications Manager

Early in 2006, CANEX implemented a new management structure to oversee and control all resale and service operations.

CANEX moved from a Regional Manager (RM) structure, with six RMs throughout Canada responsible for all operations in their areas, to a National Manager (NM) structure – three NMs (with three Field Operations Managers (FOMs) assisting) responsible for retail, convenience, and business development and services.

"Regional Managers had responsibility for all operations within their regions, including retail stores, grocery stores, convenience stores, food services and concessions such as barbershops, restaurants, doctors' offices, and real estate offices," says CANEX president Mr. Gerry Mahon. "We realized it was a challenge for one person to be an expert in all of these areas. It also became clear that significant differences in perspective and priorities existed, not only between local stores and CANEX headquarters, but also within and across the regions. We needed to strike a better balance between HQ functions and store management functions. As well, our new Store Management System (SMS) showed us we needed an operationally-focused, responsible and responsive organizational structure with clear responsibilities and accountabilities."

The new SMS software suite tracks each item of merchandise from its purchase through the receiving room to the store shelf, to the counter where it's rung in and finally to the bag the customer carries it home in. This process includes pricing, tagging and scanning, which makes inventory management much easier. With SMS, CANEX stores now have up-to-the-minute information on what sells, what doesn't sell and inventory levels.

With each NM having operational responsibility for a separate line of business, the new structure provides a more direct, specialized link between

the field and HQ, and facilitates communication of field operational concerns.

"When I heard about the changes being made, I was initially a little hesitant," says North Bay CANEX ExpressMart Manager Joanne Villeneuve. "Then I realized these changes are really positive. It's a 180-degree change from the way it was before. One part I especially like is that now, at the ExpressMart, we get more attention. I like the way we're headed and I'm really happy with the way things are going so far."

While the NMs are accountable for operations, they are also involved in setting strategic direction regarding development of programs and marketing campaigns. They have direct access to the people who do most of the buying, and have the performance data provided by SMS.

The NMs and FOMs will be in the stores 70 percent of the time, ensuring that local contact and relationships remain front and centre. This gives each store or business manager the opportunity to discuss their issues and give feedback on programs and marketing campaigns.

"So far, it's been good," says Eric Gosselin, CANEX Retail Manager in Montréal. "We're more responsible for our own store, and we're making a lot more of our own decisions."

CANEX has instituted monthly operational meetings and quarterly performance management meetings to review the effectiveness of programs and marketing campaigns, and to resolve issues encountered in the field. The meetings are supported by formal operational reports produced after every NM/FOM visit.

"This new management structure, combined with live sales and inventory reporting from SMS," Mr. Mahon says, "will better equip CANEX to fulfill its mission of ensuring the availability of competitively priced products and services that satisfy the needs of our customers while generating revenue for bases, wings and units." ❖



Ms BRIGITTE SMILEY

North Bay CANEX ExpressMart Manager Ms Joanne Villeneuve and Mr. Eric Gosselin, CANEX Retail Manager in Montréal, compare their enthusiasm about the CANEX reorganization.



# Government extends CWATRP

## From CFPN

The federal government has extended the Chemical Warfare Agent Testing Recognition Program (CWATRP). It now includes Canadian veterans who served as test subjects at Allied Forces' test establishments such as the Chemical Warfare Experimental Station at Porton, Wiltshire, U.K. during the Second World War.

In 2004, the Ministers of National Defence and Veterans Affairs announced the CWATRP for Canadian veterans who served as test subjects in chemical warfare agent experiments in Canada between the 1940s and the 1970s.

Eligible veterans have been receiving a one-time tax-free payment of \$24 000 in recognition of their service to Canada. Those eligible for payment under the program include members or former members of the Royal Canadian Navy, Canadian Army, Royal Canadian Air Force or the Canadian Forces, who volunteered and participated as test subjects at Suffield, Alberta, from 1941 to the early 1970s, or the Chemical Warfare Laboratories, Ottawa, 1941 to 1945.

Now, eligible veterans can receive the same payment if they served as test



Second World War-era gas masks, Stirling, Stirlingshire, U.K.

subjects at Allied Forces' test establishments. In both cases, this amount is in addition to any disability pension benefits to which they may also be entitled.

Where eligible veterans are deceased, the executor of an estate that is still open—or the primary beneficiary of the veteran's will where the estate is fully dispersed—may submit an application. In those cases where an eligible veteran died without a valid will, the last unremunerated adult person(s) ordinarily residing with the veteran at the time of the

veteran's death may also apply for the one-time, non-taxable payment of \$24 000. Healthcare givers, housekeepers and other individuals paid to provide services to these veterans are not eligible to receive this ex gratia payment.

Many Canadian military personnel attended courses at the "Army School of Chemical Warfare" at Winterbourne Gunner in the U.K. during the Second World War. While this establishment is close to the Chemical Defence Experimental Station, Porton, it is a

separate unit and service at this school, which often included exposure to chemical warfare agents, does not equate to being a chemical warfare agent test subject.

**Applications from, or on behalf of, Canadian chemical warfare agent test subjects who served at Allied Forces' test establishments must be received by February 28, 2007.**

➤ For more information, contact the CWATRP office at 1-800-883-6094, at [recognition-2006@forces.gc.ca](mailto:recognition-2006@forces.gc.ca), or at Chemical Warfare Agent Testing Recognition Program Office, National Defence Headquarters, 101 Colonel By Drive, Ottawa ON, K1A 0K2.

➤ Veterans Affairs Canada (VAC) provides for the award of disability pension and other health-related services and benefits for service-related disability or death. If you believe you suffer from a disability related to your military service, including a disability related to chemical warfare agent testing—or if you are the surviving spouse/partner of a deceased veteran who you believe suffered from a disability related to military service—please call VAC at 1-866-522-2122 (English). ♦

## MISSION - from page 1

military. Your call will be held strictly confidential – even your deployed family member will not know you have used our services unless you wish to relay a message into the theatre of operations where he or she is serving.

CF family members are not alone during deployments. Most calls we receive are from family members who just want to speak with someone who can understand and empathize with how they're feeling about what they're going through. Don't hesitate to call us; we're here to listen and help.

## 1-800-866-4546

➤ Check out the Mission Information Line at [www.cfpsa.com/en/psp/mil/](http://www.cfpsa.com/en/psp/mil/).



## RECRUITING - from page 3

the occupation you wish to enter. If you have training that met requirements in the past but does not meet the current requirements, you are not eligible for this allowance, even if you retrain.

The first instalment of \$10 000 is paid when you meet all the eligibility requirements; the second is paid one calendar year after the first.

### General

If you receive an NCM recruiting allowance, you will be required to serve for three years (from the date of your enrolment or transfer) in the CF Regular Force in your assigned understrength military occupation.

You may receive only one recruiting allowance even if you are eligible for more than one – it's up to you to decide which is the best option for you. RAs are subject to income tax, and Canada Pension Plan (CPP) and Employment Insurance (EI) deductions.

### Officer candidates

CF officer candidate requirements vary depending on the field in or to which the candidate wishes to enrol or transfer.

If you think you may meet the eligibility requirements, or are a serving officer seeking a component transfer, read Compensation and Benefit Instruction (CBI) 205.525 at [www.forces.gc.ca/dgcb/cbi/engraph/home\\_e.asp](http://www.forces.gc.ca/dgcb/cbi/engraph/home_e.asp) or at [http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home\\_e.asp](http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home_e.asp) for detailed information about Recruiting Allowances and eligibility requirements for officer candidates and serving officers.

### Information

➤ Consult CF General Message (CANFORGEN) 164/06 at [http://vcds.dwan.dnd.ca/vcde-xec/pubs/canforgen/2006/intro\\_e.asp](http://vcds.dwan.dnd.ca/vcde-xec/pubs/canforgen/2006/intro_e.asp).

# Peacekeeping Service Medal

## From CFPN

Missions that qualify for the Canadian Peacekeeping Service Medal (CPSM) are carried out under the auspices of the UN, or with another international force. Belligerents who agree to a peace-support deployment must also agree to participation by the Canadian Forces (CF).

Qualifying missions include support of preventive diplomacy, peacekeeping and post-conflict peace building, and sanctions-monitoring missions and monitoring no-fly zones (observing and noting violations, but not attempting enforcement). You must have served at least 30 cumulative days in a qualifying theatre of operations to be eligible for the CPSM.

After a review of the missions qualifying for the CPSM, some have been deleted from the list while others have been added. If you have already received a CPSM for service on a mission that no longer qualifies for the CPSM, your medal will not, of course, be rescinded. However, no other CPSMs will be awarded for service on that mission.

Now that the CPSM has criteria that are distinct from the criteria for the awarding of the Peace bar to the Special

Service Medal (SSM), #2 of CANFORGENs 107/00 and 097/00, and #3e of CANFORGEN 050/00 no longer apply. Further to CANFORGEN 094/05, service on *Operation HALO*, in its entirety, qualifies for the CPSM.

Service on two other operations has been added to the list of CPSM qualifying services: service on *Op AUGURAL* (the African Union's Darfur Integrated Task Force, since September 1, 2004); and service on *Op SAFARI* (the UN Mission in Sudan, since March 24, 2005).

➤ Read Canadian Forces General Messages (CANFORGENs) 169/06, 094/05, 050/01, 107/00, 106/00 and 097/00 at [http://vcds.dwan.dnd.ca/vcde-xec/pubs/canforgen/intro\\_e.asp](http://vcds.dwan.dnd.ca/vcde-xec/pubs/canforgen/intro_e.asp).

➤ Visit [www.forces.gc.ca/hr/dhh/honours\\_awards/engraph/honour\\_awards\\_e.asp](http://www.forces.gc.ca/hr/dhh/honours_awards/engraph/honour_awards_e.asp) or [http://hr.ottawa-hull.mil.ca/dhh/honours\\_awards/engraph/chart\\_display\\_e.asp](http://hr.ottawa-hull.mil.ca/dhh/honours_awards/engraph/chart_display_e.asp) for a list of missions that qualify for the CPSM.

➤ Find an application form at [www.forces.gc.ca/hr/dhh/honours\\_awards/engraph/app\\_home\\_e.asp](http://www.forces.gc.ca/hr/dhh/honours_awards/engraph/app_home_e.asp) or at [http://hr.dndhq.dnd.ca/dhh/honours\\_awards/applications/engraph/home\\_e.asp](http://hr.dndhq.dnd.ca/dhh/honours_awards/applications/engraph/home_e.asp). ♦

➤ Read Compensation and Benefit Instruction (CBI) 205.525 at [www.forces.gc.ca/dgcb/cbi/engraph/home\\_e.asp](http://www.forces.gc.ca/dgcb/cbi/engraph/home_e.asp) or at [http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home\\_e.asp](http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home_e.asp).

➤ Go to [www.forces.ca/v3/engraph/jobs/careermatcher\\_en.aspx](http://www.forces.ca/v3/engraph/jobs/careermatcher_en.aspx) for information about careers in the CF.

➤ Email [Parsons.YJH@forces.gc.ca](mailto:Parsons.YJH@forces.gc.ca) with specific queries.



# Senior appointments

From CFPN

**Major-General M.J. Ward:** appointed Chief of Force Development, National Defence Headquarters (NDHQ).

**Commodore P.D. McFadden:** promoted acting rear-admiral; appointed Commander Joint Task Force Atlantic/Commander Maritime Forces Atlantic, Halifax.

**Brigadier-General C.J.R. Davis:** appointed to the Privy Council Office.

**BGen T.J. Grant:** appointed Commander Task Force Afghanistan.

**BGen T.F.J. Leversedge:** appointed Director General Air Personnel, NDHQ.

**Cmdre J.R. MacIsaac:** appointed Commander of Canadian Forces Recruiting Group and Director General Recruiting, NDHQ.

**BGen P.J. McCabe:** remains Director General Aerospace Equipment Program Management, NDHQ.

**BGen M. Skidmore:** appointed Commander Joint Task Force West/Land Force Western Area, Edmonton.

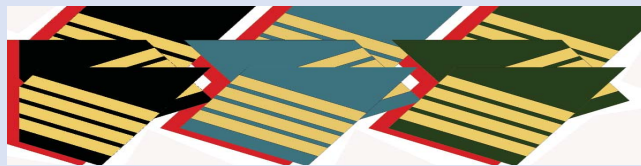
**BGen E.B. Thuen:** appointed Canadian Air Division A1/A4, Winnipeg.

**BGen G.A. Young:** appointed to the Staff of Combined Forces Command – Afghanistan.

**Colonel R.W. DesLauriers:** promoted acting brigadier-general; appointed Deputy Commander Land Force Doctrine and Training System, Kingston.

**Col D.A. Fraser:** promoted brigadier-general; appointed Commander Task Force Afghanistan. On completion of this appointment, BGen Fraser was placed on the advanced training list, Edmonton.

**Captain (Navy) J.G.V. Tremblay:** promoted acting commodore; appointed Director General Reserves and Cadets, NDHQ.



# Colonel, captain appointments

From CFPN

**Captain (Navy) P.T. Finn:** to proceed on the advanced training list to undertake studies at the Royal College of Defence Studies in London, U.K.

**Commander J.M. Gardam:** promoted captain (navy); appointed Standing Senate Committee on National Security and Defence Liaison Officer, NDHQ.

**Colonel L.G. Gillis:** appointed Commandant Canadian Forces College (CFC), Toronto.

**Col P.K. Gleeson:** appointed Deputy Judge Advocate General (DJAG)/Military Justice and Administrative Law, NDHQ.

**Cdr K.W.A. Hoffer:** promoted captain (navy); to remain on the advanced training list to continue French language training at Canadian Forces Base Halifax.

**Capt(N) R.B. Houseman:** appointed Project Manager Joint Support Ship, NDHQ.

**Col C. Lamarre:** appointed Director Land Service Support, NDHQ.

**Lieutenant-Colonel M. Latouche:** promoted acting while so employed (AWSE) colonel; appointed Director Air Operations International Security Assistance Force Kabul, Afghanistan.

**Col D.D. McAlea:** appointed DJAG/Regional Services, NDHQ.

**Col N. Naaman:** appointed Director Materiel Group Comptrollership, NDHQ.

**Cdr J.F. Newton:** promoted captain (navy); appointed to the Chief of Maritime Staff, NDHQ.

**LCol M.J. Pearson:** promoted AWSE colonel; appointed Military Staff Officer Task Force Jerusalem.

**LCol J.G. Petrolekas:** promoted AWSE colonel in the position of Liaison Officer to the Joint Force Commander, Brunssum.

**Cdr W.J. Riggs:** promoted captain (navy); remains on the advanced training list to continue French language training at CFB Esquimalt.

**Cdr J.F.J. Schmidt:** promoted captain (navy); remains on the advanced training list to continue French language training at CF Language School Ottawa.

**Col J.G.G. Simard:** appointed Director General Military Careers, NDHQ. Col Simard will also continue as Director Senior Appointments

**Cdr D.F. Smith:** promoted captain (navy); appointed to the Director General Maritime Equipment Program Management Staff, NDHQ.

**Col J.R.A. Tremblay:** appointed Director General Land Capability Development, NDHQ.

**Cdr T.C. Tulloch:** promoted captain (navy); appointed Director of Students at CFC Toronto. ♣

# HUMANITAS bar

From CFPN

If you served on *Operation UNISON* or *Op PLATEAU*, you are now eligible to add the HUMANITAS bar to the Special Service Medal (SSM).

*Op UNISON* was the Canadian Forces (CF) contribution to the Canadian relief effort in the U.S. following hurricane Katrina. Under *Op UNISON*, conducted between September 3 and October 14, 2005, deployed CF personnel provided humanitarian relief and supplies.

*Op PLATEAU* was the CF contribution to the Canadian relief effort in Pakistan following an earthquake. Under *OP PLATEAU*, from October to December 2005, deployed CF personnel, including members of the Disaster Assistance Response Team (DART), provided humanitarian relief and supplies.

You must have 30 days of cumulative in-theatre service to qualify for the HUMANITAS bar, and service credited to this award cannot be credited toward any other service medal.

➤ If you are a serving member of the CF, go to CF General Message (CANFORGEN) 106/00 at [http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2000/intro\\_e.asp](http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2000/intro_e.asp) for information about applying for the HUMANITAS bar.

➤ If you are a retired member of the CF, visit the Directorate of History and Heritage at [www.dnd.ca/hr/dhh/honours\\_awards/engraph/app\\_home\\_e.asp](http://www.dnd.ca/hr/dhh/honours_awards/engraph/app_home_e.asp) for information about applying for the HUMANITAS bar. ♣



# Canadian Forces Personnel Appraisal System 2007

From CFPN

Canadian Forces Personnel Appraisal System (CFPAS) contains the information you need with regard to Personnel Evaluation Reports (PERs), Performance Development Reviews (PDRs), and related material.

If you are using a DND system computer, CFPAS 2007 should be available to you now or in the near future. Visit <http://hr.dwan.dnd.ca/dgmc/engraph/>

[CFPAS\\_Home\\_e.asp?Opensub=60](http://www.dnd.ca/hr/dhh/honours_awards/engraph/app_home_e.asp?Opensub=60) for information about installing CFPAS, or follow this path:

- Start; Network; Corporate; CFPAS – SEPF 2007

After you've installed CFPAS 2007, you can launch it from:

- Start; Programs; CFPAS – SEPF 2007

During this installation, CFPAS 2005 will be automatically removed from your computer. ♣





# Honours and recognition

From CFPN

Governor General Michaëlle Jean has approved the following National Honours for Canadian Forces personnel:

## Star of Military Valour



**Sergeant P. Tower**, for valour and extreme devotion to duty under intense enemy fire when he led the evacuation of casualties as a result of an enemy attack, Task Force (TF) Afghanistan, August 3, 2006.

## Medal of Military Valour



**Sgt M.T.V. Denine**, for valour, exposing himself to intense enemy fire, when he manned a pintle-mount machine gun and successfully suppressed and forced the withdrawal of the enemy, TF Afghanistan, May 17, 2006. [Editor's note: a pintle is the upright pivot pin on which a weapon is mounted so it can rotate for 360° firing.]

**Master Corporal C.R. Fitzgerald**, for valour, exposing himself to intense enemy fire, in order to remove a burning platoon vehicle and clear the roadway, TF Afghanistan, May 24, 2006.

**Corporal J. Lamont**, for valour, exposing himself to intense enemy fire, in order to render assistance to fallen comrade, TF Afghanistan, July 13, 2006.

## Mention in Dispatches



**Lieutenant-Commander P.J. Clifford**, for outstanding dedication as Chief Medical Adviser and Primary Commander (PCoM) for the Multi-national Medical Unit, TF Afghanistan, February to August, 2006.

**Lieutenant D.M. Thorlakson**, for outstanding professionalism in the face of the enemy, TF Afghanistan, August 3, 2006.

**Warrant Officer J.C. Mackay**, for outstanding leadership as second in command (2IC) of I platoon, A company, I Princess Patricia's Canadian Light Infantry Battle Group (I PPCLI BG), TF Afghanistan, July 14, 2006.

**Sgt J.R. Bradley** and **Sgt S. Machan**, for exceptional leadership following an improvised explosive device (IED) attack, TF Afghanistan, December 12, 2005.

**Sgt P. Shipway**, for outstanding professionalism following an IED attack, TF Afghanistan, June 21, 2006.

**Sgt C.T. Thombs**, for exceptional leadership when responding to two suicide IED attacks in Kandahar City, TF Afghanistan, October 5 and 9, 2005.

**Sgt C.W. Tingley**, for exceptional professionalism during two separate bombing attacks, TF Afghanistan, September 15 and 28, 2005.

**MCpl N.B. Anthony**, for outstanding leadership following a suicide vehicle-borne IED attack, TF Afghanistan, January 15, 2006.

**MCpl J.J. Cuppage** and **Cpl J.A. Fehr**, for outstanding leadership displayed during an enemy ambush, TF Afghanistan, May 17, 2006.

**MCpl J.N. Froude**, for outstanding professionalism displayed while affecting the recovery of a Light Armoured Vehicle (LAV) III, TF Afghanistan, April 28, 2006.

**MCpl T.W. Perry**, for outstanding professionalism displayed during combat operations, TF Afghanistan, August 3, 2006.

**MCpl D.E. Presley**, for outstanding professionalism displayed during combat operations, TF Afghanistan, June 15, 2006.

**MCpl K.H. Prodonick**, for outstanding professionalism displayed following an IED strike on a CF convoy, June 21, 2006.

**Cpl C.A. Cummings**, for outstanding dedication demonstrated during a firefight against the enemy, TF Afghanistan, July 15, 2006.

**Cpl J. Joe**, for outstanding devotion to duty displayed following an IED attack, TF Afghanistan, August 3, 2006.

**Cpl M.C. MacDonald**, for exceptional determination as a member of the IED disposal team that disarmed a vehicle-borne IED in Afghanistan, January 18, 2006.

**Cpl P.D. Rachynski** and **Private J.J. Rustenburg**, for outstanding professionalism displayed during combat operations, TF Afghanistan, May 29, 2006.

**Cpl K.A. Scott**, for outstanding dedication displayed during combat operations, TF Afghanistan, July 22, 2006.

**Cpl G.M.H. Whitton**, for outstanding professionalism displayed following an IED attack, TF Afghanistan, May 15, 2006.

**Pte R.A. Carter**, for outstanding professionalism displayed during an enemy ambush, TF Afghanistan, May 24, 2006.

**Pte K.Y.R. Dallaire** (posthumous), for outstanding devotion to duty displayed under contact with the enemy, TF Afghanistan, August 3, 2006.

## Meritorious Service Cross



**Colonel S.J. Bowes**, for exceptional leadership as Commander (Comd) Provincial Reconstruction Team (PRT), TF Afghanistan, February 2005 to February 2006.

**Col D.A. Fraser**, for exceptional leadership as Comd TF Afghanistan, March 1 to November 1, 2006.

**Col S.P. Noonan**, for exceptional leadership and professionalism as Comd TF Afghanistan, 2005 to 2006.

**Lieutenant-Colonel J.M.C.S. Grenier**, for exceptional leadership and determination in developing and implementing the Operational Stress Injury Social Support (OSISS) program, since 2001.

**LCol I.C. Hope**, for outstanding professionalism as Commanding Officer (CO) of TF Orion, TF Afghanistan, 2006.

**LCol M.R. Voith**, for outstanding leadership demonstrated as Comd TF Pakistan during the Disaster Assistance Response Team (DART) contribution to Operation PLATEAU (CF earthquake relief efforts in Pakistan), October 2005.

**Chief Warrant Officer M.L. McDonald**, for outstanding professionalism as the Brigade Sergeant Major (BdE SM) of TF Aegis, TF Afghanistan, 2006.

**CWO R.A. Northrup**, for outstanding professionalism and leadership as Regimental (Regt) SM of I PPCLI BG, TF Afghanistan, January to August 2006.

## Meritorious Service Medal



**Col M.D. Capstick**, for outstanding professionalism as Comd Strategic Advisory Team (SAT) to Afghanistan, TF Afghanistan, August 2005 to August 2006.

**LCol D.J. Anderson**, for outstanding professionalism and leadership as Chief of Staff (COS) TF Afghanistan, July 2005 to February 2006.

**LCol G.J. Petrolekas**, for outstanding professionalism as Chief of the Defence Staff (CDS) Liaison to Comd Joint Force Command, Brunssum, The Netherlands, for CF Ops in Afghanistan, November 2003 to November 2006.

**LCol T.E. Putt**, for outstanding contribution as Deputy Commander (DCoM), Op ARCHER (Canadian Support to the National Training Centre), TF Afghanistan, February to August 2006.

**LCol S.B. Schreiber**, for outstanding dedication as Assistant COS, Multinational Brigade Headquarters (HQ), TF Afghanistan, February to August 2006.

**Major J.M. Atherley-Blight**, for outstanding leadership demonstrated as DCoM TF Pakistan, Op PLATEAU, October 2005.

**Maj T.J. Bishop**, for outstanding professionalism as J33 Current Ops, Op ARCHER, TF Afghanistan, February to August 2006.

**Maj K.A. Gallinger**, for outstanding performance as officer commanding (OC), A Company, Op ARCHER, TF Afghanistan, January to July 2006.

**Maj N.J.E. Grimshaw**, for outstanding performance as OC B Company, Op ARCHER, TF Afghanistan, January to July 2006.

**Maj J. McKillip** and **CWO (Ret) J.O.M.P. Leblanc**, for outstanding leadership and professionalism coordinating support of the Department of National Defence (DND)/CF to government-sponsored commemorative activities celebrating the 60th anniversary of the end of the Second World War and the Year of the Veteran.

**Maj G.T. Zilkalns**, for outstanding professionalism demonstrated as Ops Officer of the PRT, TF Afghanistan, from May 2005 to February 2006.

**Captain N.K.S. Goddard** (posthumous), for exemplary service as the Forward Observation Officer and Forward Air Controller for C Company, Op ARCHER, TF Afghanistan, January to May 2006.

**Capt M.J. Stalker**, for outstanding leadership as the S3 Ops Officer, Canadian BG, Op ARCHER, January to August 2006.

**CWO W.D. Brown**, for outstanding leadership as Regt SM of the PRT, TF Afghanistan, July 2005 to February 2006.

**Master Warrant Officer S.D. Stevens**, for outstanding leadership while serving with C Company, Op ARCHER, TF Afghanistan, February to August 2006.

**Petty Officer, 2nd Class C.M. Penney**, for exemplary professionalism when responding to a double suicide bombing, TF Afghanistan, November 14, 2005.

**Sgt D.C. Payne** and **Sgt J. MacKinnon**, for outstanding professionalism demonstrated in the lifesaving rescue of five members of sailing vessel Jonas, 35 km southeast of Grande Rivière, Cte Gaspé, Que., July 28, 2003.

